

Coralville

AFSCME #183 (Bus Drivers)

7/1/06 - 6 30/09

AGREEMENT BETWEEN

THE CITY OF CORALVILLE

AND THE

**LOCAL 183, COUNCIL 61, OF THE
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
REPRESENTING TRANSIT EMPLOYEES**

JULY 2006 - JUNE 2009

2006 JUL 21 AM 9:11
PUBLIC EMPLOYMENT
RELATIONS BOARD

TABLE OF CONTENTS

Article		Page
I	Recognition	1
II	Hours of Work	2
III	Terms and Eligibilities	3
IV	Clean-Up Time.....	4
V	Settlement of Disputes	5
VI	Discipline and Discharge	7
VII	Holidays	8
VIII	Break Periods	9
IX	Vacations.....	10
X	Sick Leave.....	11
XI	Leave of Absence.....	12
XII	Wages.....	13
XIII	Rate of Pay	14
XIV	Insurance	15
XV	Seniority	16
XVI	Strikes and Lockouts.....	18
XVII	General Provisions/Miscellaneous.....	19
Appendix A	Salary Schedule.....	22
	Letter of Memorandum	24

ARTICLE I
RECOGNITION

Dues Check Off

The Employer agrees to deduct the Union dues from the pay of those Employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union, and the aggregate deductions of all Employees shall be picked up, or mailed to the Treasurer of the Union (to an address furnished) together with an itemized statement, by the fourth (4th) of the month. This authorization shall be irrevocable during the term of the Agreement.

Hold Harmless Clause

The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability which may arise out of any action taken or not taken by the Employer for the purpose of complying with the provisions of this Section.

ARTICLE II

HOURS OF WORK

Hours of Work constituting a regular scheduled shift for full-time personnel shall be no more than eight (8) hours of work per day, distributed over five (5) consecutive days or ten (10) hours of work per day distributed over four (4) consecutive days. Except for emergency situations, work schedules showing the employees shifts, work days, and hours shall be posted on the department bulletin board fourteen (14) days in advance of the work week. This shall be the "regular scheduled shift". Split shifts shall be distributed in accordance with the regular run pick procedures.

ARTICLE III

TERMS AND ELIGIBILITIES

Classification of Employees

Full-time Regular Employee. A full-time regular employee is a person who works thirty (30) hours or more a week on a regular basis.

Full-time Temporary Employee. A person who is hired to work thirty (30) hours or more per week but only on a temporary basis.

Regular Part-time Employee. An Employee who works less than thirty (30) hours per week on regularly scheduled shifts or on regularly assigned basis.

Part-time Temporary Employee. A person who works less than thirty (30) hours per week and is hired on a temporary basis.

A temporary Employee's length of service shall not exceed four (4) months. If the Employee's length of service exceeds four (4) months, he/she shall be reclassified as a permanent regular employee.

Temporary or permanent reclassification will be made only by the Department Head.

Eligibility

A full-time regular Employee will be eligible for all benefits of this Agreement.

A full-time temporary Employee will be eligible for all benefits of the Agreement after completing the six (6) month probationary period. A full-time temporary Employee may be discharged anytime during the six (6) month probationary period. If the Employee in this category works longer than the six (6) months, the benefits eligibility applies retroactively to date of hire. On or before date of hire this Employee shall be notified in writing of date of termination.

Regular part-time employees hired after July 1, 1986 will not be eligible for any benefits, except for longevity, one-half (1/2) the single insurance premium and Leaves as provided in Article XI and the following paid holidays: July 4th, Labor Day, Thanksgiving, and Christmas Day. Beginning July 1, 1996, part-time employees will also receive New Years Day as a paid holiday.

A part-time temporary Employee will not be eligible for benefits.

ARTICLE IV

CLEAN-UP TIME

Employees shall be granted a fifteen (15) minute personal clean-up period and report time prior to the end of each work shift at the transit barn. The employer shall make the required facilities available.

ARTICLE V

SETTLEMENT OF DISPUTES

A. Grievance Definition

A Grievance shall be a written complaint alleging a violation involving the application and interpretation of provisions of this Agreement.

B. Purpose and Procedures

1. The purpose of this procedure is to secure, at the earliest possible level, equitable solutions to the problems which may from time to time arise under this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.
2. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The failure of the grievant to appropriately present the grievance within the prescribed time limits shall constitute a waiver of the alleged grievance and will act as a bar to further appeal. The employer's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits may be changed by mutual agreement.
3. It is agreed that any investigation or other handling or processing of any grievance by the grieving employee or his/her representative shall be conducted so as to result in no interference with or interruption of work. The City shall solely determine whether an interference has occurred under this paragraph. Unless agreed to by the Employer, all grievances shall be processed outside the Employee's work day.
4. If an employee files any claim or complaint in any forum other than the grievance form set forth in this Agreement, then the City shall not be required to process the same claim or set of facts through the grievance procedure.
5. All meetings and hearings, under this procedure, shall be conducted in private and shall include only witnesses, the party in interest, and their designated or selected representative heretofore referred to in this Article.
6. At all steps of a grievance the Employer and Union shall have the right to have representatives to attend any meeting required to resolve the grievance. Every Employee covered by the Agreement shall have the right to present grievances in accordance with these procedures:

Step I. The Union steward, with or without the Employee, shall take up the grievance or dispute with the Transit Manager or the Employee's immediate supervisor within fourteen (14) calendar days of the date of the grievance or the Employee's knowledge of its occurrence. The Transit Manager or immediate

supervisor shall attempt to adjust the matter and respond to the steward within fourteen (14) calendar days.

Step II. If the answer is not satisfactory, the matter shall be presented in writing by the Union steward to the City Administrator within fourteen (14) calendar days after the supervisor's response is due. The City Administrator shall then respond to the Union steward or grievance committee in writing within fourteen (14) calendar days.

Step III. If the grievance still remains unadjusted, it shall be presented by the chief steward, Union representative or Union president to the Labor Relations Committee in writing within fourteen (14) calendar days after the response of the City Administrator is due. The Labor Relations Committee shall respond in writing to the chief steward, representative or Union president (with a copy of the response to the local Union secretary) within fourteen (14) calendar days.

Step IV. If the grievance is still unsettled, either party may, within twenty (20) calendar days after the reply of the Labor Relations Committee is due, by written notice to the other, request arbitration.

The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union within seven (7) calendar days after notice has been given. The Public Employee Relations Board shall be requested to provide a list of seven (7) arbitrators. The parties shall determine by a coin toss which party shall have the right to alternately strike one (1) name at a time from a list until one (1) shall remain. The party selected to remove the first (1st) name shall do so within three (3) calendar days after receipt of the list. Each party shall have one (1) calendar day to remove the next name. The remaining name shall be the arbitrator.

The decision of the arbitrator regarding a grievance on the contract under which the grievance was filed shall be submitted in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision of the arbitrator shall be binding on the parties. Binding arbitration shall mean the hearing and determination of a case in controversy by a person chosen by the parties.

The arbitrator shall have no power to alter, change, detract from or add to the provisions of this Agreement, but shall have power only to apply and interpret the provisions of the Agreement to the settlement of issues and grievances arising hereunder.

Each party shall bear its own cost and expense of the arbitration proceedings excluding the fee of the arbitrator which shall be shared equally by the employer and the grievant or his/her representative.

ARTICLE VI
DISCIPLINE AND DISCHARGE

Discipline

Disciplinary action or measures shall include only the following:

- Oral reprimand
- Written reprimand
- Suspension (notice to be given in writing)
- Discharge

If the Employer has reason to reprimand an Employee, it shall be done in a manner that will not embarrass the Employee before other Employees or the public.

Discharge

The Employer shall not discharge any Employee without proper cause. If, in any case, the Employer feels there is proper cause for discharge, the Employee involved will be suspended. The Employee and his/her steward will be notified at the earliest possible time in writing that the Employee has been suspended and is subject to discharge.

Any Employee found to be unjustly suspended or discharged shall be reinstated with full compensation for all lost time and with full restoration of all other rights and conditions of employment.

ARTICLE VII

HOLIDAYS

The following days shall be recognized and observed as paid holidays for all eligible employees: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and five (5) other days may be of personal choice. Personal holidays must be requested in writing forty-eight (48) hours prior to the holiday period. Personal holidays shall not be granted the day before or after a designated holiday or a vacation period unless employee is normally scheduled.

Eligible Employees shall receive holiday pay on a pro-rata basis in accordance to the Employee's work schedule.

In the event Christmas Day and/or New Year's Day falls on a Saturday, each Employee will be given one (1) day off with pay (i.e., holiday). Whenever the Employee is scheduled to work Saturday, then that day shall be the Employee's paid holiday. Whenever the Employee is not scheduled to work on Saturday then the preceding Friday shall be the Employee's paid holiday.

Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

If an employee works on a holiday listed above, they will be paid the rate of time and one-half for all hours worked on the holiday, in addition to their holiday pay.

ARTICLE VIII

BREAK PERIODS

All full-time day shifts shall provide for a meal break of at least twenty (20) minutes. All shifts shall provide for rest periods of ten (10) minutes for each sixty (60) minutes of driving, except there shall be no break after the final driving period of the shift. The driving and break times may be varied for purposes of coinciding with the bus schedule.

Employees working at the stationary facility shall take a regularly scheduled unpaid noon lunch break and shall receive a fifteen (15) minute paid break for each four (4) hours worked. However, if an Employee is asked to work during the lunch break, this break may be taken as time permits anytime during the day.

ARTICLE IX

VACATIONS

Vacation accrual shall be as follows:

<u>Years of Service Completed</u>	<u>Weeks of Vacation</u>
1	1
2 - 4	2
5 - 9	3
10 - 19	4
20 or more	5

Vacation accrual for full-time employees shall include all service from the employees date of hire.

Vacation Pay

The rate of vacation pay shall be the Employee's regular straight time rate of pay in effect for the Employee's regular job on the working day immediately preceding the Employee's vacation period.

Choice of Vacation Period

Vacation request must be made thirty (30) days prior to vacation unless other arrangements are made on individual basis between the Union and the Employer. Vacations shall be granted at the time requested by the Employee, unless the nature of the work makes it necessary to limit the number of Employees on vacation at the same time; the Employee with the greater seniority shall be given his/her choice of vacation period, unless the Employee waives this requirement, in writing, twenty (20) days prior to the vacation. In case it is not possible to grant the vacation request, the Employer shall state the reason in writing within thirty (30) days of the request.

Vacation time can be accrued to a maximum of twice the annual entitlement.

Holiday During Vacation Period

If a holiday occurs during the calendar week in which a vacation is taken by an Employee, the Employee's vacation period shall be extended one (1) additional work day before or after the vacation. This request must be specified when the vacation is scheduled.

Any Employee who is requested to and voluntarily does work during his/her scheduled vacation period shall be paid at a rate of one and one-half (1 1/2) times his/her regular rate of pay. The Employee may reschedule the whole or partial vacation.

When an Employee has rescheduled his/her vacation, he/she shall be placed on the top of the list for purposes of rescheduling his/her next vacation. Thus, he/she shall have preference over Employees with more seniority than they in the scheduling of the vacation leave, provided the Employee uses the first available time for vacation, and the rescheduling was done at the request of the Department Head solely for emergency reasons.

Vacation Rights in Case of Layoff or Separation

Any Employee who is discharged, retired, or separated from the service of the Employer for any reason, prior to taking his/her vacation, shall be compensated in cash for the unused vacation he/she

has accumulated at the time of separation. In case of layoff the Employee may request the vacation pay. If layoffs are for more than ninety (90) days the employee shall be paid for the accrued vacation time.

ARTICLE X

SICK LEAVE

A. Allowance

All regular eligible Employees contracting or incurring any non-service connected sickness or disability, which renders such Employee unable to perform the duties of his/her employment, shall receive sick leave with pay for the regularly scheduled working hours (regular shift). An eligible Employee accrues one (1) hour of sick leave for every twelve (12) hours of work. Full-time Employees can accrue a maximum of nine hundred sixty (960) hours. Eligible part-time Employees can accrue a maximum of four hundred eighty (480) hours.

For each calendar quarter in which an Employee uses no sick leave he/she will be entitled to six (6) hours of leave with pay, at his/her current rate of pay. The Bonus Days may not accrue beyond twenty-four (24) hours and shall be used in the same manner as Personal Holidays.

B. Doctor's Report

Further, sick leave taken in excess of two (2) consecutive regularly scheduled days of work shall require a Doctor's report, if requested by the Employer; this report shall be obtained at the Employee's expense. However, the Employer may also request a Doctor's proof of inability to work on the first (1st) or second (2nd) day of sick leave; but if such a request is made, the Employer will pay for the office call. When the Employer pays for the visit, the doctor will be chosen by mutual agreement. The Employer shall name a doctor's office, if the Employee does not concur, he/she shall name a doctor's office. If there is still disagreement, the office closer to the Employee's residence shall be used.

C. On the Job Injuries

When an Employee is injured from a duty related injury and is eligible for Worker's Compensation coverage, the difference between the amount paid by Worker's Compensation and the basic compensation rate of the Employee shall be deducted from the Employee's sick leave accumulation.

ARTICLE XI

LEAVE OF ABSENCE

Employees shall be eligible for leaves of absence after six (6) months service with the employer for the following: There will be no seniority or benefits accrued on absences of over seven (7) days. Individual days without pay shall not constitute a leave of absence.

Funeral Leave

- A. In the event of death in the immediate family of an Employee, to include spouse, parent, parent-in-law, child, brother, sister, grandparents, brother-in-law, or sister-in-law, the Employee shall be granted three (3) days leave of absence with pay and one (1) day for a permanent member of the immediate household to attend funeral services and personal matters. In the event additional time is required by the Employee and approved by the Employer, he/she may use sick leave for this purpose.
- B. In case of funerals of aunts and uncles, the Employee shall be granted time off without pay, not to exceed three (3) days. However, the Employee may request a vacation or personal holiday, if eligible, in order to receive pay for these days.

Jury and Civic Duty

Employees shall be granted a leave of absence with pay any time they are required to report for jury duty or jury service or are subpoenaed to appear in court.

Employees shall be paid the difference between any duty compensation they receive and their regular wages for each day of court service.

Unpaid Medical Leave

Employees with at least one (1) year of seniority who have exhausted their sick leave benefits shall be granted an unpaid leave of absence not to exceed ninety (90) calendar days provided appropriate medical verification is submitted by a doctor.

Education

Education required by Employer shall be provided at the expense of the Employer including all time off related to the education.

Military Leave

Leave shall be as provided in the Code of Iowa.

Family and Medical Leave Act

Employees of the City are entitled to family medical leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993 and the regulations implementing the Act.

ARTICLE XII

WAGES

Wage Schedule

Employees shall be compensated in accordance with the wage schedule attached to this Agreement and marked Appendix A. The attached wage schedule shall be considered a part of this Agreement.

When any position not listed on the wage schedule is established, the Employer may designate a job classification and rate structure for the position. In the event the Union does not agree that the classification and rate are proper, the Union shall have the right to submit the issue as a grievance at Step III of the grievance procedure.

In addition, each Employee will be paid four dollars and twenty-five cents (\$4.25) per month per year of service after four thousand one hundred sixty (4,160) hours of employment.

Years and/or months of service will be calculated on a forty (40) hour week basis. That is, an Employee's total hours will be divided by forty (40) to determine his/her time for longevity.

Severance Pay

Upon voluntary termination of employment with the Employer, Employees shall be paid ten percent (10%) of all unused sick leave, at their current rate of pay.

Pay Period

The salaries and wages of Employees shall be paid bi-weekly.

Reporting Time

Any Employee who is scheduled to report for work and who presents himself/herself for work as scheduled shall be assigned to at least two (2) hours of work.

If work is not available, the Employee shall be excused from duty and paid, at his/her regular rate, for two (2) hours of work at the appropriate rate - straight time or overtime - whichever is applicable.

Call Time

Any Employee called to work outside of his/her regularly scheduled shift shall be paid for a minimum of two (2) hours at the appropriate rate.

ARTICLE XIII

RATE OF PAY

- A. Time and one-half (1 1/2) pay shall be paid for all work performed in excess of forty (40) hours in any work week.
- B. Sunday Work

All hours worked on Sunday shall be paid at the rate of two (2) times the Employee's regular straight time rate. This provision excludes any Employees regularly scheduled to work on Sunday.

Distribution

Overtime work shall be distributed equally to Employees working within the same job classification. The distribution of overtime and extra hours shall be equalized in accordance with the rotation list. In the event temporary extra hours become available, shifts will be filled according to the rotation list. At Run Pick, the rotation list will be reset. The most senior part-time driver will be at the top of the list followed by the rest of the part-time drivers in seniority order. Once they are all offered a chance at an open shift the list is then continued with the full-time drivers in seniority order with the most senior driver being first. Once a driver has been offered a shift, he/she will be rotated to the bottom of the list. If after the entire list of drivers has been offered a shift and it remains open, then the least senior driver not scheduled for that time will be assigned to the shift. If a shift will cause a driver to go over 40 hours for the week, that driver will not be offered the shift and will not lose his/her position on the rotation list.

ARTICLE XIV

INSURANCE

Hospital Insurance

The Employer shall make available and offer to all Employees comprehensive major medical insurance coverage with a one hundred dollar (\$100.00) deductible required before benefits are payable. Following satisfaction of the deductible by the individual insured, the plan will have a coinsurance feature with a minimum of eighty percent (80%) to be paid by the insurance company and twenty percent (20%) to be paid by the insured. Maximum out of pocket expenses paid by the employee shall be five hundred dollars (\$500.00). The plan shall also include D-X-L coverages.

1. Full-time Regular Employees shall be provided at the Employer's expense, a single person or family insurance policy (as per Employee's request) as described below:

Plan Design Change ~ Deductible

	1 st Year	2 nd Year	3 rd Year
Single:	\$100	\$100	\$250
Family:	\$200	\$200	\$400

Plan Design Change ~ Out of Pocket Maximum

	1 st Year	2 nd Year	3 rd Year
Single:	\$500	\$500	\$500
Family:	\$500	\$500	\$1000

2. Part-time Regular Employees hired after July 1, 1986 who are eligible for benefits shall be provided at the employers expense one-half (1/2) of the single insurance premium as described above.
3. Fifteen thousand dollars (\$15,000.00) life insurance coverage shall be provided the full-time regular employee.
4. The City shall have the right at any time to procure the insurance referred to in this Article from any reputable insurance company.
5. All terms and conditions of insurance coverage provided including eligibility for coverage, coverage period, and dates of premium payments necessary for such coverage shall be determined by the insurance carrier (company).

Disability Insurance

Disability insurance coverage shall be provided by the Employer and shall be continued at the present level of coverage.

ARTICLE XV

SENIORITY

Definition

Seniority means an Employee's length of continuous service with the Employer since his/her last date of hire.

Probation Period

New Employees shall be added to the seniority list six (6) months after their date of hire.

Seniority Lists

Every three (3) months the Employer shall post on the bulletin board a seniority list showing the continuous service of each Employee. A copy of the seniority list shall be available to the Union when it is posted.

Breaks in Continuous Service

An Employee's continuous service record shall be broken by voluntary resignation, discharge for just cause, retirement, unauthorized absence from work, and layoff for over three (3) months. No benefits are earned during any layoff.

Job Openings

Whenever a job opening occurs - other than a temporary opening as defined below - in any existing job classification or as the result of the development or establishment of new job classifications, a notice of such opening shall be posted on the bulletin board for six (6) working days.

During this period, Employees who wish to apply for the opening - including Employees on layoff - may do so. The application shall be in writing, and it shall be submitted to the Employer's immediate supervisor.

When qualified Employees are available, the Employer shall fill the opening from among the qualified applicants. In case of equal qualifications, seniority shall be the deciding factor.

There shall be a thirty (30) day period following the date of promotion wherein such Employee shall be entitled to return to the job and department from which he/she came without prejudice if either the Employer or the Employee so decides. If the Employee reverts to his/her previous job and department, the notice of the opening shall be posted on the bulletin board for three (3) working days.

Temporary job openings are defined as vacancies that do not exceed six (6) months. Temporary job openings will be filled by established run pick procedures.

Employees assigned to temporary job openings shall be paid the wage rate established for the job or their own wage rate, whichever is higher.

If a regularly scheduled driver reports that they will not be able to work before the start of their shift, the Manager may drive after first offering the hours to a minimum of three (3) part-time drivers and they all decline.

Layoff

In the event it becomes necessary to lay off Employees for any reason, Employees shall be laid off in the inverse order of their seniority.

Recall

Employees shall be recalled from layoff according to their seniority.

No new permanent Employees shall be hired until all Employees on layoff status desiring to return to work have been recalled. Return to work must occur within two (2) working days after recall unless otherwise agreed to by the Union and Employer. Employees shall retain recall rights for two (2) years from the date of their layoff.

ARTICLE XVI
STRIKES AND LOCKOUTS

Lockouts

No lockout of Employees shall be instituted by the Employer during the term of this Agreement.

Strikes

No strikes of any kind shall be caused or sanctioned by the Union during the term of this Agreement.

ARTICLE XVII

GENERAL PROVISIONS

Union Bulletin Boards

The Employer agrees to furnish and maintain a suitable bulletin board in a convenient place in the work area.

The Union shall limit its posting of notices and bulletins to this bulletin board.

Union Activities on Employer's Time and Premises

The Employer agrees that during working hours, on the Employer's premises and without loss of pay, Union representatives shall be allowed to:

- a. Post Union notices.
- b. Transmit communications, authorized by the local Union or its officers, to the Employer or his/her representative.
- c. Consult with the Employer, his/her representative, local Union officers, or other Union representatives, concerning the enforcement of any provisions of this Agreement as long as this does not interfere with the regular work schedule.

Visits by Union Representatives

The Employer agrees that an accredited representative of the American Federation of State, County, and Municipal Employees, whether local Union representatives, district council representatives, or international representatives, shall have full and free access to the premises of the Employer at any time during working hours to conduct Union business. However, he/she may not interrupt the work in progress and he/she must report his/her presence to the supervisor where applicable.

Work Rules

All Employees will be provided a copy of the work rules and a copy shall be posted on the bulletin board.

Uniforms and Protective Clothing

The City shall provide all mechanics and full-time maintenance Employees one (1) pair of work shoes not to exceed eighty dollars (\$80.00).

Posting of Employee Benefits

The following benefit accruals for each Employee will be posted on January 1, April 1, July 1, and October 1 of each year and show the quarterly accruals and balance for each Employee:

- a. Sick leave accumulation;
- b. Vacation credit;
- c. Personal Holiday credit;
- d. Number of hours to the next pay raise; and
- e. The current rate of pay.

Such posting will be made available to the Union steward when posted.

Use of Benefits

No Employee benefits will be used without the express consent of the Employee.

Management Rights

Except as limited by the provisions and applications of this Agreement, nothing herein shall be construed to restrict, limit or impair the rights, powers, and the authority of the City under the laws of the State of Iowa. These rights, powers, and authority include, but are not limited and shall not be subject to the grievance or arbitration provisions of this Agreement to the following:

- a. To direct the work of its Employees.
- b. To hire, promote, demote, transfer, assign, and retain Employees within the Coralville Transit Department.
- c. To suspend or discharge Employees for proper cause.
- d. To maintain the efficiency of governmental operations.
- e. To relieve Employees from duties because of lack of work or for other legitimate reasons.
- f. To determine and implement methods, means, assignments and personnel by which its operations are to be conducted and to develop and enforce rules of work and safety standards.
- g. To take such actions as may be necessary to carry out its mission.
- h. To initiate, prepare, certify and administer its budget.
- i. To exercise all powers and duties granted to it by law.

Savings Clause

Should any article, section, or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific

article, section, or portion thereof directly specified in the decision; upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated article, section, or portion thereof.

Termination

This Agreement shall be in effect as of the 1st day of July, 2006, and shall remain in full force and effect until the 30th day of June, 2009.

APPENDIX A
SALARY SCHEDULE
2006-2009

July 1, 2006 ~ 3%								
Step	1	2 - 1,040 Hours	3 - 2,080 Hours	4 - 3,120 Hours	5 - 4,160 Hours	6 - 6,240 Hours	7 - 8,320 Hours	8 - 10,400 Hours
IV	\$15.10	\$15.73	\$16.29	\$16.89	\$17.44	\$18.06	\$18.65	\$19.21
III	\$13.54	\$14.17	\$14.73	\$15.33	\$15.88	\$16.50	\$17.08	\$17.65
II	\$11.28	\$11.85	\$12.46	\$13.01	\$13.56	\$14.19	\$14.77	\$15.42
I	\$8.85	\$9.12	\$9.41	\$9.68	\$9.93	\$10.28	\$10.55	\$10.83

July 1, 2007 ~ 3%								
Step	1	2 - 1,040 Hours	3 - 2,080 Hours	4 - 3,120 Hours	5 - 4,160 Hours	6 - 6,240 Hours	7 - 8,320 Hours	8 - 10,400 Hours
IV	\$15.56	\$16.20	\$16.78	\$17.40	\$17.97	\$18.60	\$19.20	\$19.78
III	\$13.95	\$14.60	\$15.18	\$15.79	\$16.36	\$16.99	\$17.60	\$18.18
II	\$11.62	\$12.21	\$12.83	\$13.40	\$13.97	\$14.62	\$15.21	\$15.88
I	\$9.12	\$9.39	\$9.70	\$9.97	\$10.23	\$10.58	\$10.87	\$11.15

July 1, 2008 ~ 3%								
Step	1	2 - 1,040 Hours	3 - 2,080 Hours	4 - 3,120 Hours	5 - 4,160 Hours	6 - 6,240 Hours	7 - 8,320 Hours	8 - 10,400 Hours
IV	\$16.02	\$16.69	\$17.29	\$17.92	\$18.50	\$19.16	\$19.78	\$20.38
III	\$14.37	\$15.03	\$15.63	\$16.26	\$16.85	\$17.50	\$18.13	\$18.72
II	\$11.97	\$12.58	\$13.22	\$13.80	\$14.39	\$15.06	\$15.67	\$16.36
I	\$9.39	\$9.67	\$9.99	\$10.27	\$10.54	\$10.90	\$11.19	\$11.49

January 1, 2009 ~ \$.15/hour								
Step	1	2 - 1,040 Hours	3 - 2,080 Hours	4 - 3,120 Hours	5 - 4,160 Hours	6 - 6,240 Hours	7 - 8,320 Hours	8 - 10,400 Hours
IV	\$16.17	\$16.84	\$17.44	\$18.07	\$18.65	\$19.31	\$19.93	\$20.53
III	\$14.52	\$15.18	\$15.78	\$16.41	\$17.00	\$17.65	\$18.28	\$18.87
II	\$12.12	\$12.73	\$13.37	\$13.95	\$14.54	\$15.21	\$15.82	\$16.51
I	\$9.54	\$9.82	\$10.14	\$10.42	\$10.69	\$11.05	\$11.34	\$11.64

Senior driver will receive an additional ten cents (\$.10) per hour in addition to their regular wage.

Grade IV: Mechanic

Grade III: Driver; On Call Driver

Grade II: Maintenance/Mechanic

Grade I: Maintenance

FOR THE UNION:

Tom Anthony 7/10/06
Union Representative Date

Mark A. Baughn 7/12/06
Union Negotiator Date

Union Negotiator Date

FOR THE CITY OF CORALVILLE:

Jim L. Fausett _____
Mayor Date

Ray T. Ray 7-18-06
Labor Relations Chairman Date

[Signature] _____
City Representative Date

LETTER OF MEMORANDUM

The following items are agreeable to the undersigned:

1. Longevity applies to all employees that meet the hours to qualify.

FOR THE UNION:

Tom Anthony
AFSCME Representative

Date: 7/10/00

FOR THE CITY OF CORALVILLE:

Gary L. Ray, City Representative

Date: _____